Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Treasury

For 1st Quarter 2020 for period ending December 31, 2019

			Comp	arative	Data	
Complaint Activity	Pı	revious	Fiscal Y	ear Da	ta	2020
	2015	2016	2017	2018	2019	Thru12-31
Number of Complaints Filed	394	401	367	447	395	97
Number of Complainants	372	373	348	411	363	96
Repeat Filers	16	23	18	32	28	1

Complaints by Posis		(Compa	rative	Data	
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 Thru12- 31
Race	176	155	170	177	151	37
Color	56	51	61	56	47	13
Religion	25	17	26	18	18	2
Reprisal	224	240	200	231	211	61
Sex	153	153	134	147	149	33
PDA	2	3	2	2	0	0
National Origin	48	43	42	54	47	13
Equal Pay Act	3	1	2	3	1	1

Age	126	126	114	102	118	33
Disability	140	155	141	177	152	44
Genetics	3	0	1	3	5	3
Non-EEO	26	30	20	27	34	4
Complaints by Issue		(Compa	rative	Data	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2020
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru12- 31
Appointment/Hire	23	27	33	18	25	10
Assignment of Duties	55	50	61	80	40	7
Awards	11	6	16	8	7	3
Conversion to Full Time/Perm Status	0	1	1	1	2	0
Disciplinary Action						
Demotion	6	5	4	6	2	0
Reprimand	17	19	16	23	17	2
Suspension	16	25	19	25	12	3
Removal	6	6	4	3	6	2
Other (DO NOT USE)	0	14	26	18	14	2
Duty Hours	14	10	11	19	13	0
Perf. Eval./ Appraisal	87	86	81	96	71	4
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	171	183	151	189	160	42
Sexual	14	9	12	12	15	1
Medical Examination	4	1	4	2	0	0
Pay including overtime	10	6	16	13	11	1
Promotion/Non-Selection	86	66	72	68	57	15
Reassignment						

Denied		6	7	6	4	4	0
Directed		11	16	5	15	5 16	2
Reasonable Accommodation Disa	ability	54	58	53	71	55	16
Reinstatement		1	2	1	0	0	0
Religious Accommodation		0	1	0	1	0	0
Retirement		3	5	3	3	3	0
Sex-Stereotyping		0	4	3	1	1	0
Telework		0	11	14	11	20	2
Termination		16	28	28	40	27	6
Terms/Conditions of Employmen	ıt	82	61	62	78	59	14
Time and Attendance		65	61	58	63	62	8
Training		25	20	17	22	2 7	4
Other							
Equal Pay Act (DO NOT US	SE)	0	2	5	0	0	1
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Comp	arativ	e Da	ata	
Processing Time	1	Previous	Fiscal	Year	Data	a	2020
	2015	2016	2017	20	18	2019	Thru12- 31
Complaints pending during fiscal	year						
Average number of days in investigation	206.70	203.10	187.2	5 167	7.62	169.46	163.46
Average number of days in final action	32.91	39.20	33.86	5 36	.08	33.16	31.65
Complaint pending during fiscal	year whe	re hearin	g was	reques	ted		
Average number of days in investigation	210.54	210.16	191.2	2 167	7.55	172.25	177.71

Average number of days in final action	20.	29	2	7.5	55	2	23.8	3	27.	46	29.	.59	2	7.19
Complaint pending during fiscal	year	wh	ere	hea	arin	g١	was	not	req	uest	ed			
Average number of days in investigation	198	.92	2 20	00.	68	18	86.3	39	172	.42	170	.78	15	4.43
Average number of days in final action	44.	27	5	1.1	4	4	5.5	6	47.	.04	40.	45	4:	5.29
							Co	mp	ara	tive	Dat	a		
Complaints Dismissed by Ager	ıсу		F	re	vio	us	Fis	cal	Yea	ır D	ata			020
		2	015	2	2016	5	20	17	20)18	20	19		ru12- 31
Total Complaints Dismissed by Agency			55		58		4	7	4	51	5	3		10
Average days pending prior to dismissal		4	7.8	3	0.69	9	52.	47	12.	5.86	55	.92	1	4.5
Complaint	nts Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants			22		32		2	1	2	23	3	0		10
							Co	mpa	ırat	tive]	Data	ı		
Total Final Agency Actions			P	re	viou	ıs İ	Fis	cal `	Yea	r Da	ata			020
Finding Discrimination		20	15	2	016		20	17	20)18	20	19		ru12- 31
		#	%	#	%	,	#	%	#	%	#	%	#	%
Total Number Findings		0		8			13		7		11		2	
Without Hearing		0	0	6	75	5	12	92	6	86	1	9	1	50
With Hearing		0	0	2	25	5	1	8	1	14	10	91	1	50
Findings of Discrimination						(Con	npa	rati	ive I	ata			
Rendered by Basis			P	rev	iou	ıs l	Fisc	cal Y	<i>Y</i> ea	r Da	ıta			2020
Note: Complaints can be filed	2	201	5	201	16	2	201′	7	20	18	20	19	Th	ru12- 31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	4 0	% F	#	%	#	9/	6	#	%	#	%	#	%
Total Number Findings	4			3		8			5		11		2	

Race	1	25	1	13	1	13	1	20	7	64	2	100
Color	0	0	1	13	1	13	1	20	2	18	2	100
Religion	0	0	1	13	0	0	0	0	0	0	0	0
Reprisal	2	50	2	25	5	63	2	40	7	64	1	50
Sex	0	0	2	25	4	50	0	0	2	18	0	0
PDA	0	0	0	0	1	13	0	0	0	0	0	0
National Origin	0	0	1	13	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	13	0	0	0	0	3	27	0	0
Disability	3	75	3	38	6	75	4	80	4	36	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings After Hearing	0		2		1		1		10		1	
Race	0	0	1	50	0	0	0	0	7	70	1	100
Color	0	0	1	50	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	3	30	0	0
Disability	0	0	1	50	1	100	0	0	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings Without Hearing	4		6		7		4		1		1	

					C	ompa	ara	tive D	ata			
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	3	75	2	33	5	71	4	100	0	0	1	100
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	0	0	0	0	0	0
PDA	0	0	0	0	1	14	0	0	0	0	0	0
Sex	0	0	2	33	4	57	0	0	0	0	0	0
Reprisal	2	50	2	33	4	57	1	25	1	100	1	100
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Color	0	0	0	0	1	14	1	25	0	0	1	100
Race	1	25	0	0	1	14	1	25	0	0	1	100

					(Comp	para	tive	Data	ì		
Findings of Discrimination			Pre	eviou	ıs F	iscal	l Ye	ar D	ata		_	2020
Rendered by Issue	20)15	20	016	2	017	2	018	20)19	Th	ru12- 31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		8		5		11		2	
Appointment/Hire	0	0	1	13	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	13	0	0	0	0	1	9	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	9	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	3	75	1	13	2	25	1	20	4	36	1	50
Sexual	0	0	2	25	2	25	0	0	0	0	0	0
Medical Examination	1	25	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	13	0	0	0	0	5	45	0	0
Reassignment						-						
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	13	5	63	3	60	1	9	1	50
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	50
Termination	0	0	0	0	1	13	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	13	0	0	2	18	0	0
Time and Attendance	1	25	1	13	0	0	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define				•								
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		2		1		1		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-		-				
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0	0	5	50	0	0
Reassignment	•											
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0	0	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	0	0	1	10	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		6		7		4		1		1	
Appointment/Hire	0	0	1	17	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

	-	1	_		_	ı		I	T	1		
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	3	75	1	17	2	29	0	0	0	0	0	0
Sexual	0	0	2	33	2	29	0	0	0	0	0	0
Medical Examination	1	25	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	5	71	3	75	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	100
Termination	0	0	0	0	1	14	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	0	0
Time and Attendance	1	25	1	17	0	0	1	25	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define				•								
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	Thru12- 31
Total complaints from previous Fiscal Years	378	416	411	391	329	497
Total Complainants	322	348	354	344	312	444
Number complaints pending						
Investigation	3	4	1	1	0	68
ROI issued, pending Complainant's action	0	0	0	0	0	26
Hearing	359	405	401	382	300	381
Final Agency Action	13	11	9	8	30	23
Appeal with EEOC Office of Federal Operations	288	1175	1191	1187	1233	1253
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	Thru12- 31
Pending Complaints Where Investigations Exceed Required Time Frames	18	6	3	0	0	0